

21 RESPONSES FROM
DIVISIONS

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1. Do you regard the ORD Career Service Panel to be responsible for developing careers for ORD staff members in

	<u>Yes</u>	<u>No</u>	<u>Primary Responsibility (check one)</u>
a. ORD	<u>18</u>	<u> </u>	<u>11</u>
b. DD/S&T	<u>16</u>	<u>2</u>	<u> </u>
c. Agency	<u>13</u>	<u>4</u>	<u>8</u>
d. Profession	<u>7</u>	<u>9</u>	<u> </u>

2. Should ORD staff members be encouraged to

	<u>Yes</u>	<u>No</u>	<u>Other</u>
a. prepare and disseminate technical staff studies within the intelligence community?	<u>16</u>	<u>2</u>	<u>1</u>
b. prepare and publish technical papers outside the intelligence community?	<u>9</u>	<u>10</u>	<u> </u>
c. apply for patents?	<u>14</u>	<u>5</u>	<u> </u>
d. prepare and present technical briefings within the intelligence community?	<u>16</u>	<u>3</u>	<u> </u>
e. make technical presentations outside the intelligence community?	<u>9</u>	<u>9</u>	<u>1</u>

3. Do you favor requiring a technical briefing by a candidate being considered for promotion prior to action by the Career Service Panel on the promotion?

Yes 5
No 15

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4. Should external technical training on a periodic basis be mandatory for ORD staff members?

Yes 5

No 16

How frequently and what type of training should be given?

5. Do you favor full-time, Government-sponsored university training leading to an advanced degree for selected ORD staff members?

Yes 15

No 6

6. If a program for training as described in Question 5 were adopted, what candidate selection criteria would you recommend and how long would the training period be?

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7. Should a two-track (technical or managerial) career development system be used in ORD?

Yes 17

No 3

8. Should career development plans be formulated for

19 a. all ORD staff employees?

1 b. for a selected group of

 1. poor performers?

2 2. outstanding performers?

 c. none, or very few?

9. How extensive and thorough should a career development plan be?

5 a. rigorous and detailed.

18 b. provide general guidelines.

3 c. informal discussions.

10. Should the career development plan (check one) consist of

5 a. general guidelines applicable to all staff members?

14 b. be tailored to the program of a specific employee?

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11. Should the career development plan be prepared by

- 1 a. the employee's division chief without review
by the Career Service Panel?
- 13 b. the employee's division chief with review by
the Career Service Panel?
- 3 c. the Career Service Panel?
- 2 d. other

12. Do you favor rotation of staff members?

	<u>Yes</u>	<u>No</u>
a. Within ORD	<u>11</u>	<u>5</u>
b. Within DD/S&T	<u>16</u>	<u>1</u>
c. Within the Agency	<u>18</u>	<u>2</u>

13. What conditions, constraints, or criteria would you put on a rotation program?

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